

**EXHIBIT A**

**COMPENSATION BY PROFESSIONAL**  
**FEBRUARY 1, 2020 THROUGH MAY 31, 2020**

Professional	Practice	Position	Hourly Rate	Total Hours Billed	Total Compensation
Catherine Bermudez Adlawan	Rewards	Business Support Specialist	\$214.00	2.50	\$535.00
Douglas J. Friske	T&R HQ Operations	Managing Director	\$1,177.00	3.00	\$3,531.00
Mark J. Kazmierowski	Executive Compensation Practice	Senior Director	\$952.30	13.75	\$13,094.13

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